



Laboratory Workforce Shortage

**Coordinating Council on the Clinical
Laboratory Workforce**

Presentation to CLIAC

April 2018



CCCLW Mission

The Coordinating Council on the Clinical Laboratory Workforce, a united voice of clinical laboratory organizations and stakeholders, focuses our collective efforts to:

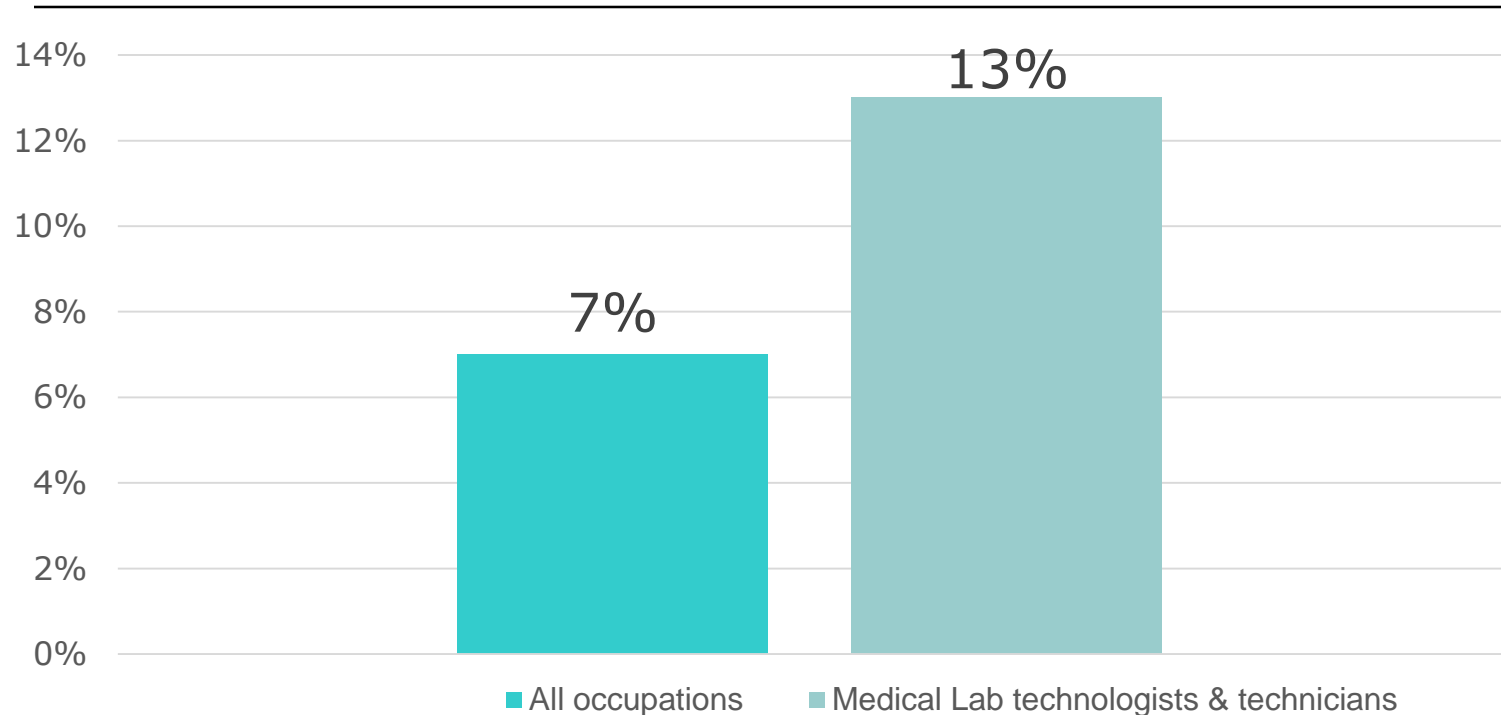
- Increase the number of qualified clinical laboratory professionals
- Enhance the image of clinical laboratory professionals
- Increase healthcare and public awareness of our value in achieving positive patient outcomes

CCCLW Member Organizations

AACC – American Association for Clinical Chemistry	AMT – American Medical Technologists
ASC – American Society of Cytopathology	ASCLS – The American Society for Clinical Laboratory Science
ASCP	ASHI – American Society for histocompatibility& Immunogenetics
ASM – The American Society for Microbiology	BOC – ASCP Board of Certification
CLMA – Clinical Laboratory Management Association	NAACLS – The National Accrediting Agency for Clinical Laboratory Sciences
NSH – The National Society for <u>Histotechnology</u>	

Bureau of Labor Statistics

Projected Increase in Workforce Needs 2016-2026



May 2016 employment: 335,700 jobs

13% increase: 43,600 additional jobs



Increasing Workforce Needs

Growing population	Aging population
<p>Retirement of Baby-Boomer lab professionals</p> <p>20% of workforce would equal 67,140 vacant jobs</p>	<p>Retention New Graduates remaining in Lab Professional Roles</p>

NAACLS Accredited Programs, 2008 – 2017

	2008	2009	2010	2011	2012	2014	2014	2015	2016	2017
MLS	222	230	228	226	227	223	223	229	233	234
MLT	205	216	216	223	231	241	241	250	249	244

Graduates of NAACLS Accredited Programs

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
MLS	2141	2381	2706	2922	2934	3251	3226	3293	3757	3561	3932	3997	3894
MLT	2500	2580	2416	2515	2583	2874	3262	3029	3410	3218	2886	2903	2453

NAACLS CEO's report: <https://naacclsnews.org/2018/03/01/ceos-corner-findings-from-the-2017-annual-survey/>

AMT Graduates 2017

MT	400
MLT	230



Additional Needs Anticipated

- Increased public awareness of lab professionals and career opportunities
- Additional resources for education programs
- Resources for innovative clinical training programs including simulation labs
- Expanded leadership opportunities for lab directors, technical supervisors and technical consultants
- Increased recognition and respect by other healthcare professionals and administrators for the contributions of Lab professionals to positive patient outcomes



Recent CCCLW Activities

Updates to Bureau of Labor
Statistics Occupations Handbook

CCCLW Website
<http://www.ccclw.org>

Lab Science Careers Website

Measuring Value Project

Measuring Value Project – Value Framework

Example categories	Patients	Care Delivery Team	Health System	Community or Population	Profession
Example Subcategories	Accessing the system	Test utilization	Reliability	Awareness	
	Dealing with results	Application of results	Learning system	Patient centric	

Example – **Category:** Patients **Subcategory:** Dealing with results:

Level 1 – Results and normal ranges sent to ordering provider within expected timeframe

Level 2 – Results and normal ranges sent to ordering provider, and to patient upon request

Level 3 – Results available to patients via patient portal or other methods as well as providers

Level 4 – Resources provided about tests/results that are understandable to patients at time results are reported

Level 5 – Provide resources for patients to ask questions after sending results to patient and provider



Opportunities for Governmental Impact

Providing resources to the VA health system to expand available clinical training access

New Title VII authorization program to provide resources to education programs for professions experiencing a workforce shortage crisis

Include lab science professions in STEM programs

Expanded leadership roles under CLIA

HHS Secretary to request a study from the GAO to identify other solutions